

PART IV JOB SEPARATIONS

4.3 SEPARATIONS RELATED TO THE 2020 COVID-19 PANDEMIC

4.3.2 STATUTORY REFERENCES: 8-73-108(4)(c), C.R.C.; 8-73-108(5)(a), C.R.S.; 8-73-108(5)(b) C.R.S.

4.3.2.1 During a COVID19 pandemic, the division, when determining whether an individual quit their employment due to unsatisfactory or hazardous working conditions or when determining whether an individual refused a suitable offer of work, shall consider, but shall not be limited to considering, the following:

- .1 The objective level of risk to the health or safety of the individual posed by either remaining in the workplace or accepting the offer of work;
- .2 The level of risk to the health or safety of the individual which would normally be present within the industry in the absence of a COVID19 pandemic.
- .3 The particular vulnerability of the individual to the COVID19 virus as determined by commonly held medical professional standards.
- .4 The particular vulnerability to the COVID-19 virus, as determined by commonly held medical professional standards, of any other person physically living at the residence of the individual quitting or refusing such work.